

# 100% Pass Quiz C-THR84-2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience–High-quality Exam Study Solutions



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## SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Other Career Site Setup: This section of the exam measures skills of SAP Consultants in configuring additional site features like data capture forms, metadata tags, and search engine optimization settings to enhance site performance and engagement.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Candidate Relationship Management: This section of the exam evaluates the knowledge of Implementation Specialists in configuring and managing Candidate Relationship Management features, including campaigns, talent pools, and engagement workflows to support proactive recruiting strategies.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Career Site Builder Global Settings and Global Styles: This section of the exam assesses the configuration skills of SAP Consultants related to the global settings and design styles that govern the overall look and feel of the career site, such as fonts, color schemes, and layout defaults.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>• <b>Implement Advanced Analytics:</b> This section of the exam assesses the skills of SAP Consultants in setting up and utilizing advanced analytics tools that track candidate behavior, site traffic, and performance metrics for actionable insights.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• <b>Move to Production:</b> This section of the exam evaluates the skills of SAP Consultants in finalizing configuration and deploying the completed site from the staging environment to production, ensuring readiness and quality assurance prior to go-live.</li> </ul>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q31-Q36):

#### NEW QUESTION # 31

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter does NOT have permissions for Career Site Builder.
- **B. The recruiter did NOT include the job with Sync Recruiting Jobs.**
- **C. The recruiter did NOT include a job description.**
- D. The recruiter did NOT include a country.

**Answer: B,C**

#### NEW QUESTION # 32

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Carefully review the site's code to look for issues with tagging and other elements.
- **B. Use an online accessibility checker, such as WAVE, to test the site.**
- **C. Review the site using assistive technology such as a screen reader like JAWS or NVDA.**
- D. Ask people in your IT department to test the site.
- **E. Ask people with disabilities to test the site.**

**Answer: B,C,E**

#### NEW QUESTION # 33

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- **A. Populate the title text for each link.**
- **B. When a user clicks on the link, immediately display what the user expects to see.**
- C. Include multiple links to the customer's corporate site.
- **D. If blue text is used on the site, ensure that it's always used to represent links.**
- E. All external links from the career site should open in the same browser window.

**Answer: A,B,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:

\* Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.

\* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."

\* Reasoning: On careers.bestrun.com, a link `<a href="/sales" title="View Sales Jobs">Sales</a>` helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.

\* Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.

\* Option D (When a user clicks on the link, immediately display what the user expects to see):

Correct. Links must meet user expectations for trust and efficiency.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."

\* Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.

\* Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.

\* Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct.

Consistent styling signals interactivity.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it consistently across the site to signal clickable elements to candidates."

\* Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.

\* Practical Example: "Best Run" uses blue for all links, tested for uniformity.

\* Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.

\* Option C: Incorrect. External links typically open in new tabs for UX, configured with target="\_blank".

#### NEW QUESTION # 34

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Carefully review the site's code to look for issues with tagging and other elements.
- B. Use an online accessibility checker, such as WAVE, to test the site.
- C. Review the site using assistive technology such as a screen reader like JAWS or NVDA.
- D. Ask people in your IT department to test the site.
- E. Ask people with disabilities to test the site.

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Accessibility ensures that the Career Site Builder (CSB) site complies with standards like WCAG 2.1, benefiting all users, including those with disabilities:

\* Option A (Ask people with disabilities to test the site): Correct. User testing by individuals with disabilities provides real-world feedback on accessibility, aligning with SAP's emphasis on inclusive design in CSB implementations.

\* Option D (Use an online accessibility checker, such as WAVE, to test the site): Correct. Tools like WAVE identify issues (e.g., missing alt text, contrast errors) efficiently, a recommended practice in SAP's accessibility guidelines.

\* Option E (Review the site using assistive technology such as a screen reader like JAWS or NVDA)

: Correct. Testing with screen readers ensures compatibility with assistive technologies, a critical step per WCAG and SAP best practices.

\* Option B (Ask people in your IT department to test the site): Incorrect. While IT testing is valuable, it doesn't specifically address accessibility unless the testers have expertise or disabilities, making it less targeted than A, D, or E.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide; WCAG 2.1 Guidelines.

#### NEW QUESTION # 35

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- **C. It can be accessed by using SAP For Me.**
- **D. Customers can grant access to the dashboard to partners.**

**Answer: C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The clean core dashboard monitors system health and compliance with SAP's clean core strategy, minimizing customizations. Let's detail its features:

\* Option A (It can be accessed by using SAP For Me): Correct. SAP For Me serves as the entry point for dashboard access.

\* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The clean core dashboard is accessible via SAP For Me, providing customers with a centralized view of system compliance with clean core principles."

\* Reasoning: Logging into sapforme.com, users navigate to the SuccessFactors section to view clean core metrics (e.g., customization levels) for CSB. This is a unified SAP portal feature.

\* Practical Example: For "Best Run," a consultant logs in on March 4, 2025, to check careers.bestrn.com's clean core score.

\* Option D (Customers can grant access to the dashboard to partners): Correct. Partner collaboration is supported for optimization.

\* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Customers can grant clean core dashboard access to partners, enabling collaboration on maintaining a standardized system environment."

\* Reasoning: In SAP For Me > User Management, granting view-only access to a partner (e.g., a consultant) allows them to assess and suggest clean core improvements.

\* Practical Example: "Best Run" shares access with their implementation partner to review API usage.

\* Option B: Incorrect. The dashboard is specific to SuccessFactors, not all S/4HANA editions.

\* Option C: Incorrect. It's limited to production in SuccessFactors, per security constraints.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Dashboard).

## NEW QUESTION # 36

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